

ANR Work Environment Assessment results now available

Dear Colleagues,

UC has released the results of a systemwide survey of all faculty, students and staff. The Division of Agriculture and Natural Resources participated in this survey with the rest of the UC system to gather a wide variety of data related to work environments and work-life issues. UC ANR was the first location to administer the survey in the fall of 2012.

We wanted to know about your experiences working for UC ANR, and I want to thank you for your participation and honesty in filling out the survey.

The UC ANR Work Environment Assessment results are based on a 64 percent response rate from CE specialists, advisors and staff located throughout our system. However, these results do not include AES faculty and CE specialists located on the Berkeley, Davis and Riverside campuses who received the campus survey nor staff in Oakland who received the UCOP survey.

When asked about their work environment in UC ANR, 73 percent of the respondents said they were “very comfortable” or “comfortable,” and this is very positive news. However, there is also cause for concern because 31 percent of respondents believed that they had personally experienced exclusionary conduct in some form, such as feeling intimidated, bullied or ignored. This is an area where we can, and we will, do better. It is something that we must prioritize and address together as an organization.

UC ANR is committed to ensuring a safe, supportive, inclusive and welcoming work

environment for everyone. Everyone’s experience of the work environment is different, and detailed analysis of the data will help us understand the differences. We want to acknowledge areas where we are doing well and identify issues that require attention.

The UC ANR Work Environment Assessment report is available at <http://campusclimate.ucop.edu/results/index.html>. A complete look at the systemwide effort is available at <http://campusclimate.ucop.edu/index.html>.

I am inviting your comments and suggestions—I want to hear from you:

- I will be hosting a town hall on April 29 at 9 a.m.
- You can submit your thoughts and ideas on our work environment at <http://ucanr.edu/sites/wesurvey>.

We are a very large and geographically dispersed organization; an organization that has core values of respect, trust, honesty, integrity, professionalism, creativity and continual improvement; and an organization built on teamwork and collaboration. We must continue to work together as a team to ensure that these values are demonstrated every day, in our interactions with each other and in our work units.

Again, join our town hall on April 29 to further discuss the survey results and next steps.

Barbara Allen-Diaz
 Vice President

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ANR returns to reporting directly to UC president

UC President Janet Napolitano announced on March 11 ANR's return to reporting directly to the UC President.

"The division of Agriculture and Natural Resources will report directly to the UC President, effective today," said Napolitano. "By taking this action, I want to underscore both the important role agriculture plays in California's economy and culture and the value the University places on its service to this industry."

"Since UC's earliest days as a land-grant university, ANR has delivered outstanding service and research innovations to California growers, ranchers, gardeners and youth. I am committed to enhancing those long-standing partnerships."

Historically, the vice president reported to the UC president, just as the campus chancellors do. Six years ago, as part of a broader reorganization, the division was put under the umbrella of the UC Office of the Provost and Executive Vice President for Academic Affairs.

"I'm pleased that the president recognizes the importance of ANR to the University and the state of California," said VP Barbara Allen-Diaz. "We all look forward to continued service to the people of California and to strengthening our relationships with the agricultural community under President Napolitano's leadership."

ANR to evaluate Competitive Grants Program progress

After several years of significant investment, AVP Bill Frost announced it is time for the Division to conduct an assessment of progress from the Competitive Grants Program to evaluate whether the intended results are being reached or if the trajectory is on target to reach them.

"This year we will conduct this assessment in order to ensure that the focus of the program is appropriate and impacts are being achieved or can be projected," said Frost. "There will be no call for proposals this year; the next call for proposals will be issued in the beginning of 2015. We look forward to the progress and accomplishments of the currently funded projects and look forward to a fresh set of proposals next year following our program assessment."

ANR recently completed the third cycle of the ANR Competitive Grants Program, committing approximately \$3.5 million over 5 years to 15 projects. For all three cycles, almost \$12 million have been committed to 52 research and outreach projects headed by ANR academics. The Division has invested in research, education and outreach projects addressing high-priority issues that are consistent with the Strategic Vision, encourage collaboration, are high-impact projects, strengthen the research-extension network, and contribute policy relevant outcomes that address significant agricultural, economic, environmental and social issues in California.

CDEFA honors UCCE centennial

Ag Day at the Capitol, an event held annually in Sacramento, honored UC Cooperative Extension for its centennial this year. California Department of Food and Agriculture Secretary Karen Ross presented a proclamation to VP Barbara Allen-Diaz at the event on March 19.

"I want to commend my good friend Barbara Allen-Diaz and Cooperative Extension," said Ross. "You help us take all that great knowledge from the UC System and extend it directly to farmers and ranchers. It is a circle of innovation that sets us apart. It is absolutely crucial to our future and I'm really happy to be here to celebrate 100 years with you."

UC Cooperative Extension will be holding local celebrations throughout 2014. For more information about the UCCE centennial, visit <http://ucanr.edu/100>.



CDFA Secretary Karen Ross, third from left, presents Barbara Allen-Diaz with a proclamation for UC Cooperative Extension's centennial as 4-H members join in.

Napolitano to "hang out" with staff on April 16

UC President Janet Napolitano invites staff employees from across the UC system to join her for a one-hour online conversation on April 16 at 2 p.m. Topics of discussion include campus climate survey results, compensation and benefits and investments in technology and infrastructure.



During the Google Hangout, Napolitano will share her views on these issues, discuss her priorities for the university, and also speak with staff about their concerns, hopes and challenges.

The president held a webchat with students in January (<https://plus.google.com/u/0/events/crrgpgkc0j00qb22i6land19j80>) and a Hangout with faculty is being planned for later this year.

To sign up for the web chat, visit <https://plus.google.com/events/c4saqghab1bsjc2beoc7gae540c>.

South Coast REC calls for proposals

The South Coast Research and Extension Center is soliciting proposals for new and continuing research and extension projects for the period July 1, 2014, through June 30, 2015.

Located on 200 acres in Orange County, South Coast REC research and extension projects and programs focus on a variety of agriculture and natural resource topics including variety development, crop and landscape pest management, repository for germplasm collections (citrus, avocado, persimmon, and cherimoya), irrigation management, plant nutrition and impacts of invasive species on managed and native ecosystems. As reclaimed water is the main irrigation source provided to the center by the local water district, researchers have the opportunity to assist in the development of management strategies for the use of a water source that will become increasingly more important to the long-term sustainability of agriculture and urban environments.

The center provides labor, equipment, research facilities and technical and management support at a reduced rate to UC academics. Proposals from non-UC organizations will be considered if resources are available but the full-cost rate will be charged. Researchers are also directly charged for the actual cost of irrigating their research project.

The center's Research Advisory Committee will evaluate proposed research and extension projects for scientific merit and regional appropriateness. Researchers will be notified of project approval by June 1, 2014.

To apply, submit forms electronically via the "Universal Review System" accessed through your UC ANR Portal by April 18, 2014.

Follow these simple steps to submit the required forms:

1. Log into your portal at <https://my.ucanr.edu>.
2. Click on "Login to Universal Review System".
3. Select "South Coast REC CALL FOR RESEARCH PROPOSALS 2014-2015" on the "active" list.

Follow the link below for further instructions on filling out the necessary research project forms: http://ucanr.edu/sites/rec/Research_Proposal_Forms.

For help with submitting your proposal, contact Kat Hicklin, khicklin@ucanr.edu. For questions concerning research capabilities, contact Joanne Watkins, center superintendent, at jawatkins@ucanr.edu.

Lindcove REC calls for proposals

Lindcove Research and Extension Center, located in the foothills of Tulare County, has land and facilities available for 2014-2015 research projects. Proposals are reviewed by the Research Advisory Committee and projects are evaluated based on scientific merit and regional need. While Lindcove is primarily a citrus research center, avocado, pomegranate and olive trees are also grown there and other crops are welcome.

A staff research associate located at the center is available to provide data collection for field studies.

Open ground available for any crop includes 3.0 acres (Field 31), .75 acres (64C) and 2.5 acres (91E). The following citrus orchards are available for research:

- Three Valencia strains on 2 rootstocks (Field 11S), 2 acres, planted 1993
- Atwood navels on trifoliolate (Field 12), 4 acres planted 1970
- Atwood navels on 21 rootstocks (Field 13), 3.25 acres, planted 1986
- 18 Clementine varieties on Carrizo rootstock (Field 73N), 1.70 acres, planted 2004

The citrus electronic fruit grading system in the packline provides individual fruit data including weight, size, volume, number, scarring, texture, Brix and color. The packline also has a high-pressure fruit washer, waxer and dryer. A special section of the line is designed to handle delicate mandarins. Three cold storage rooms that hold 60 fruit bins each, walk-in cold boxes, and de-greening rooms are available.

The Fruit Quality Evaluation Laboratory is capable of evaluating citrus color, rind thickness, granulation, texture, puff and crease, fruit and juice weights, Brix, sugar/acid ratio and California standard.

To submit a proposal, go to the [ANR Portal](#) "Universal Review System Section." Under the "Open Systems" select "Lindcove REC call for Research Proposals & Reports 2014/2015." Fill out the "New Proposal" form, then submit it using the "Create Proposal" button at the bottom of the page. Proposals are due April 30.

If you have questions regarding research projects, contact Beth Grafton-Cardwell, director, at (559) 592-2408 Ext. 152, eegraftoncardwell@ucanr.edu. For questions regarding land, labor and facilities, contact Kurt Schmidt, superintendent, at (559) 592-2408 Ext. 153, krschmidt@ucanr.edu. For information on submitting proposals, contact Anita Hunt, business services officer, (559) 592-2048 Ext. 151, amdhunt@ucanr.edu.

Employment Opportunities

Hopland Research and Extension Center Director

ANR is seeking an academic administrator to oversee Hopland Research and Extension Center to ensure that UC researchers and educators have managed and sustainable resources to conduct quality research and extension programs on high-priority statewide and regional issues. As director, the incumbent will administer personnel, staff development, budget, liaison activities and physical facilities. The director will maintain relationships with outside agencies, governing bodies and community organizations and clientele; and will provide and promote

coordination and collaboration with University campus-based and county-based researchers to facilitate the successful delivery of research and educational programs at the center.

The director will also maintain an academic program of research and extension relevant to natural resource issues of the region.

A master's degree is required, though other advanced degrees are encouraged, with a background in a discipline related to rangeland or watershed management, animal science, forestry, ecology or a closely related field within natural

resource management. Demonstrated administrative leadership and supervision skills are required. Capacity to develop and manage complex budgets, including cost recovery models, is desirable.

A background check will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation.

To read the full job description for position AP#14-16, which closes May 30, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=586.

Nutrition, Family and Consumer Sciences Specialist

ANR is seeking a Cooperative Extension specialist at the assistant level for nutrition, family and consumer sciences. The specialist will develop a collaborative, multidisciplinary/multifaceted research and outreach program with the goal of improving factors impacting the nutritional health of Californians, with special attention to conducting applied research and evaluation in the San Joaquin Valley. The position is located at UC Merced.

The specialist is responsible for collaborative leadership and subject-matter expertise to assess, develop and implement applied research, evaluation and outreach

programs. The focus will be on improving well-being of individuals, families and communities related to diet quality, food resource management, and food security, with special recognition for the needs of vulnerable populations.

This position works closely with the Youth, Families and Communities Director to assure coordinated and meaningful engagement in nutrition education programming, with ANR's Healthy Family and Community Initiatives and Program Team projects. The incumbent will maintain communication and working relationships with CE specialists and advisors,

ANR strategic initiative leaders and other colleagues systemwide.

A Ph.D. is required, though other advanced degrees are encouraged, with an emphasis in one of the following disciplines: nutrition/nutrition sciences, dietetics, health sciences/health education, human development or consumer family sciences.

The position closes April 28. To read the full job description for position AP #13-26, including major responsibilities, additional requirements, salary and benefits, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=577.

Agricultural Application Engineering Specialist

ANR is seeking a Cooperative Extension specialist to provide statewide leadership in the area of application engineering with the goal of improving agricultural productivity and reducing the impact of pesticides and other chemicals on the environment. The specialist's primary focus will be on perennial specialty crops such as almond, pistachio, citrus, stone fruit and grape. The position is located at Kearney Agricultural Research & Extension Center.

The successful candidate will be expected to develop an extramurally funded research and education program. The specialist will also be expected to forge strong interactions with local county partners and agricultural industry clientele, as well as with UC colleagues, especially the Department of Biological & Agricultural Engineering at UC Davis.

A Ph.D. is required, though other advanced degrees are encouraged, with

a background in agricultural engineering with a preferred emphasis on spray application technology, machinery design and/or environmental quality.

To assure full consideration, application packets must be received by May 9. To read the full job description for position AP #13-18, visit http://ucanr.edu/Jobs/Jobs_990.

Employment Opportunities

Climate Adaptation in Agriculture Specialist

ANR is seeking a Cooperative Extension specialist to assist agriculture in adapting to climate change. The position is located at UC Merced.

This specialist will create a research and extension program on alternative crops, alternative cropping patterns, the use of precision agricultural technologies and other adaptive strategies. The specialist will work with a diverse group

of stakeholders including other ANR academics, academics at CSU Fresno and UC Merced, growers, commodity organizations, and government agencies. The specialist will also work with government and policymakers to inform policy and regulation in a manner that allows for quicker transition and adaptation to climate change.

A Ph.D. is required, though other advanced degrees are encouraged, with a background in a discipline related to hydrology, agronomy, soil science, agricultural engineering and/or precision agriculture.

To read the full job description for position AP #14-14, which closes May 2, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=580.

Area Vertebrate Pest Advisor

ANR is seeking a Cooperative Extension advisor to focus on human-wildlife conflicts, particularly within the residential and industrial areas of Southern California where significant human-wildlife conflicts are occurring, with concentration in Los Angeles, Orange and San Diego counties. The advisor is based at South Coast Research and Extension Center.

A master's degree is required, though other advanced degrees are encouraged, in disciplines such as wildlife management, natural resources, or a closely related field. The ability to address sensitive human-wildlife situations both orally and in writing, and in public policy conflict resolution and the human dimensions of wildlife management, are required. Experience in wildlife management involving rodents,

predators or birds is preferred. Knowledge of toxicology, animal behavior, and wildlife damage management is highly desirable. Ability to communicate effectively in a second language is desirable.

The advisor position closes April 30. To read the full job description for position AP #14-03, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=579.

Area Dairy Advisor/UCCE Director for Glenn County

ANR is seeking a Cooperative Extension advisor to conduct a multi-county extension, education and applied research program that will include environmental stewardship, quality assurance, animal welfare, food safety and efficiency of dairy production systems. The program will address an integrated approach that will consider economic viability and preservation of natural resources. The advisor will serve the dairy industry in Glenn, Butte, Sutter-Yuba, Shasta and Tehama counties.

The advisor will provide local leadership for coordinating and conducting applied research activities focusing on waste management, feeding management, fly control, environmental quality issues, animal welfare, pasture-based and organic production and niche marketing.

As a county director, the position is responsible for the coordination and overall operation of Cooperative Extension programs in Glenn County.

A master's degree is required, though other advanced degrees are encouraged, in dairy or animal science disciplines or other closely related fields. A background check will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation.

The full job description for position AP #14-02, which closes April 20, is at http://ucanr.edu/Jobs/Jobs_990/?jobnum=578.

ANR Contracts & Grants starts Updates blog

ANR Contracts & Grants has a new blog. The ANR Contracts & Grants Updates blog is designed for ANR's current and future principal investigators, other interested academics and their administrative staff. Important and timely information on workshops and webinars presented by the Office of Contracts & Grants, funding opportunities, guidance and trending topics will be posted.

For a preview or to subscribe, you can access [ANR Contracts & Grants Updates](http://ucanr.edu/blogs/OCG) and the subscription link at <http://ucanr.edu/blogs/OCG>. You can also email Kathleen Nolan, director of Contracts & Grants, at knolan@ucanr.edu and ask to receive future posts automatically.

Names in the News

UCCE San Benito moves

The UCCE office in San Benito County has a new mailing and physical address. It is now UCCE San Benito County, 3228 Southside Road, Hollister, CA 95023. Their phone numbers remain the same.

Gubler receives Lifetime Achievement Award

Doug Gubler, UCCE specialist in the Department of Plant Pathology at UC Davis, received the 2014 Lifetime Achievement Award from the Association of Applied IPM Ecologists in recognition for his contributions to integrated pest management and applied ecology in grapevine disease research.



Doug Gubler

Gubler's work over the past 30 years has led to a reduction in fungicide use for botrytis bunch rot by the process of leaf removal, reduction in fungicide use for grapevine powdery mildew by use of the Gubler-Thomas Risk Assessment Model, Cultural control of grapevine canker diseases by use of double pruning, etiology of the 3,000-year-old disease known as black measles and etiology of grapevine canker diseases. This work in disease

epidemiology and pathogen biology has led to an average of six to seven fewer fungicide applications used in California vineyards.

Coates named Cherry Man of the Year

Bill Coates, UCCE advisor emeritus in San Benito County, has received the "Cherry Man of the Year" award from the California Cherry Growers and Industries Foundation. The award was presented to him at Cherry Day in Stockton on March 5.



Bill Coates

Coates was the UCCE advisor for fruit and nut crops in San Benito and neighboring counties from 1976 until his retirement in 2011. He continues to work on several research projects. Among his many projects, at least two have had major statewide significance. One was the use of rest-breaking treatments using CAN 17 and Dormex which started in 1993. The other was his involvement with the discovery and management of spotted wing Drosophila as a pest in cherries beginning in 2009. Other projects included Phytophthora management, cribrate weevil control and Eutypa and other dieback diseases.

Harivandi honored by GCSANC

Ali Harivandi, UCCE advisor emeritus, was honored with the Golf Course Superintendents Association of Northern California (GCSANC) President's Award.

The rare award is not given out each year but held for individuals who have made exceptional contributions to the association and the golf and turf care industry. Harivandi, an environmental horticulturist, retired in 2013 after 33 years of serving the San Francisco Bay Area for UC Cooperative Extension.

"As chapter president, it is my distinct honor to present the 2013 President's Award to Dr. Ali Harivandi, emeritus environmental horticulturist, whose life has been dedicated to research in the areas of turf, soil and water," said Jon Christensen, who presented the award at the association's annual meeting on Jan. 13 in Clayton.



Ali Harivandi accepts award from GCSANC Chapter President Jon Christensen

ANR associate editors needed

Recruitment is now underway for ANR associate editors in three subject areas: Farm Management and Economics, Pest Management–Agricultural, and Pest Management–Urban.

Associate editors manage the anonymous peer-review process for ANR educational publications and materials. In doing so, associate editors ensure that the content of ANR publications and online curricula is as accurate as possible. Associate editors also encourage authorship of needed publications, and they serve as a link between ANR Communication Services and Information Technology and the Division's programs. With their efforts, associate editors significantly contribute to the quality of UC ANR extension and outreach programs statewide.

ANR associate editors are nominated by the Communications Advisory Board and appointed by Associate Vice President Bill Frost to four-year terms, beginning July 1, 2014. New associate editors are fully trained in the ANR peer-review process and the online review system.

To nominate yourself or a colleague for associate editor in one of the above subject areas, please provide the following information by May 2, 2014 to David Lewis, chair of the Communications Advisory Board's recruitment subcommittee: candidate's name, address, phone number, email address, areas of expertise, length of service with ANR, workgroup or continuing conferences to which candidate belongs, a description of candidate's prior involvement with both Communication Services and Information Technology and with ANR and/or other peer review processes, and a paragraph stating the candidate's interest and motivation for wanting to take on the associate editor role. Email Lewis at djllewis@ucanr.edu or mail to Cooperative Extension Marin County, 1682 Novato Boulevard Suite 150-B, Novato, CA 94947.

If you have questions about the responsibilities of ANR associate editors, contact Mary Louise Flint, associate editor chair, at (530) 750-1240, mlflint@ucdavis.edu; or Ann Senuta, CSIT publications manager, at (530) 750-1224, aesenuta@ucanr.edu.

California water and drought videos now online

UC scientists, with support from the California Department of Water Resources, have recorded video presentations on high-priority drought topics that are available for viewing on the [UC California Institute of Water Resources](http://ucanr.edu/sites/waterresources) drought website.

“We are bringing the latest research on drought and water from the UC system’s leading experts to as many farmers, farm industry representatives, communities and students as possible,” said [Doug Parker](#), director of the UC California Institute of Water Resources. “People working in the ag industry are busy this time of year. They can get information from these videos whenever and, using mobile devices, wherever it is convenient for them.”

The first seven presentations in the “Insights: Water and Drought Online Seminar Series,” each about a half-hour in length, are ready for viewing at <http://ucanr.edu/insights>.

You can take a virtual tour of California’s water system at <http://watermanagement.ucdavis.edu/cooperative-extension/cwvt>. In February, a

group of UC Davis water experts gave a series of talks describing the physical, legal and management aspects of water in California. Video recordings of the presentations made during the two-day workshop are available online at the [California Water Virtual Tour](http://ucanr.edu/sites/waterresources) website. The “tour guides” cover a wide range of themes, including water law, water economics and groundwater, and described hydrologic regions such as Klamath, Sacramento and Sierra Nevada rivers.

These presentations were oriented to provide fundamental knowledge to new academic hires, but the materials can be used by students, water resources practitioners and the general public. The website also features a list of further readings and materials.

“This is really the one-stop place to get a quick start on water in California, a ‘California Water 101’ course that you shouldn’t miss!” said [Samuel Sandoval Solis](#), assistant professor and Cooperative Extension specialist in the Department of Land Air Water Resources at UC Davis, who was one of the workshop organizers.

Forest and Rangeland Systems Program Team to meet May 1-2

The 2014 Forest and Rangeland Systems Program Team will meet May 1, from 1 p.m. to 5:30 p.m. (followed by dinner), and May 2, 8 a.m. to noon, at the UC ANR Building at 2801 Second Street in Davis.

Travel will be covered for ANR employees and affiliates. To register, visit http://ucanr.edu/sites/programteams/May_1-2_2014_Forest_and_Rangeland_Systems/Registration_771.

A brief agenda is located at http://ucanr.edu/sites/programteams/May_1-2_2014_Forest_and_Rangeland_Systems.

Join the Forest and Rangeland Systems Program Team to:

- Give input on positions
- Learn about the future of the Sustainable Natural Ecosystems (SNE) Strategic Initiative from the new leader John Harper.
- Get the latest news on drought issues and UC’s role from Doug Parker and about oaks and drought from Bill Tietje

Individual workgroup meetings are planned for the morning of May 2. Workgroup chairs and other program team leaders who are interested in meeting should complete the [short form](https://ucanr.edu/survey/survey.cfm?surveynumber=7922) at <https://ucanr.edu/survey/survey.cfm?surveynumber=7922> to request space.

For more information, contact [ANR Program Support](mailto:anrprogramsupport@ucanr.edu) at anrprogramsupport@ucanr.edu.

Giannini to host climate change conference on May 19

Climate change is highly relevant to California’s rural economy. The University of California Giannini Foundation of Agricultural Economics is holding a forum, “Climate Change: Challenges to California’s Agriculture and Natural Resources,” on Monday, May 19, at The California Museum in Sacramento.

The one-day conference will bring together leading economists, analysts, scientists and policymakers from UC, state government, nonprofits and the private sector to discuss the potential impacts of climate change and the associated challenges to California’s agriculture and natural resources.

The speakers and panelists will provide comprehensive, objective and up-to-date information of the likely impacts of climate change on California’s rural economy.

Registration is free, but required by May 12. To register, visit the [conference website](http://giannini.ucop.edu/ClimateChangeConf_2014/ClimateChangeConf_2014.htm) at http://giannini.ucop.edu/ClimateChangeConf_2014/ClimateChangeConf_2014.htm, which includes the program and directions to the venue.

If you have any questions, please contact [Julie McNamara](mailto:julie@primal.ucdavis.edu), outreach coordinator, Giannini Foundation of Agricultural Economics, at julie@primal.ucdavis.edu.

UC issues updated sexual harassment, sexual violence policy

The Office of the President issued a new policy (<http://policy.ucop.edu/doc/4000385/SHSV>) that prohibits sexual harassment and sexual violence, provides support for victims and outlines training for faculty, staff and students. This policy builds on the university's sexual harassment policy and conforms to requirements in the federal Violence Against Women Reauthorization Act (VAWA), which President Obama signed into law last spring.

"We have no tolerance for these crimes and welcome the opportunity to standardize, and clarify, our policies and procedures against them," said UC President Janet Napolitano.

The university policy, which applies to students, faculty and staff, expands training and education, increases reporting requirements, and specifies sanctions and protective measures that the university may impose after a disciplinary determination against the perpetrator.

Training for new faculty, staff and students has been developed and is now available. Other changes to implement the policy will be developed at each UC location.

The policy will continue to evolve in response to the many thoughtful comments UC has received as well as to continue to address federal and state mandates and/or guidance.

Members of the ANR community who have questions or comments about the policy should contact the Title IX officer at their location. Title IX resources and officers can be found at sexual-harassment.universityofcalifornia.edu/resources/campus-res.html.

Revised UC policy on copyright and fair use under systemwide review

UCOP has submitted a proposed revision of the presidential policy on copyright and fair use for systemwide review and employee comment. You can access the revised policy at <http://libraries.universityofcalifornia.edu/sscp/resources>.

The 1986 Policy on the Reproduction of Copyrighted Materials for Teaching and Research has been totally revamped, and renamed the University of California Policy on Copyright and Fair Use.

Note that, in conjunction with the revised policy, a revamped and updated UC Copyright website (<http://copyright.universityofcalifornia.edu>) was launched in mid-February.

Please submit your comments and suggestions to Robin Sanchez at rgsanchez@ucanr.edu by May 19, 2014.

Staff nominations accepted for STAR awards

Nomination applications are being accepted for the ANR Staff Appreciation and Recognition (STAR) Program.

The purpose of the STAR program is to recognize and reward outstanding staff individual and/or team performance within the Division of Agriculture and Natural Resources.

Under the STAR plan, managers are able to recognize, acknowledge and reward employees for exceptional performance and/or significant contributions related to and supportive of individual, departmental, divisional, and/or organizational goals and objectives. Managers may acknowledge and reward individuals and teams demonstrating:

- **Exceptional performance:** Demonstrated and sustained exceptional performance that consistently exceeds goals and work expectations in quantity and/or quality.
- **Creativity:** One-time innovation or creation that results in time/dollar savings, revenue enhancement, and productivity improvement; and/or ongoing innovative/creative activities that benefit organizational systems, protocols, and/or procedures.
- **Organizational abilities:** Exhibiting extraordinary skills in leadership resulting in the accomplishment of significant departmental or divisional goals and objectives; effective project management, which could include developing a project and/or implementing a project with substantial success; and/or demonstrating organizational capability leading to a greater level of effectiveness.
- **Work success:** Significantly exceeding productivity, customer service, quality of care or similar goals, including demonstrating superior interactions with managers, peers, supervisors, subordinates, the University community, and/or clients and customers served.
- **Teamwork:** For team awards, the following criteria, plus the criterion above, will be considered. Acting as an exceptionally effective and cooperative team member or team leader for a team that has significantly exceeded the goals/objectives of the department/unit.

May 2 is the deadline for nominations. Directors, managers and supervisors will receive the nomination instructions and application forms by email. Applications should be emailed to anrstaffpersonnel@ucanr.edu.

An appointed review committee will review applications and select up to 20 individuals and two teams to recommend for awards. VP Allen-Diaz will make the final selections and unit directors and candidates selected for awards will be notified by July 1.

Employee comments sought on UC policy for corrective action

The University of California has revised PPSM 62 Corrective Action for employees in the Professional & Support Staff personnel group.

The revisions are intended to clarify and define the corrective action process the University may use when an employee fails to meet acceptable conduct or work performance standards. New definitions and the concept of progressive discipline have also been added to the policy.

The proposed policy is posted at http://ucop.edu/human-resources/_files/ppsm-62.pdf.

Employees covered by this policy who wish to provide comments may submit them to Robin Sanchez at rgsanchez@ucanr.edu by May 2, 2014.

Employee comments sought on whistleblower protection policy

Employee comments are being sought for policy revisions to UC's whistleblower protection policy. Comments are also being solicited regarding a recommendation that two appendices in the Academic Personnel Manual be revised so that, in each case, a presidential policy is accessed in a single place, on the UCOP policy website and not also in the Academic Personnel Manual (APM).

Details of these two categories of proposed revisions to UC's Whistleblower Protection Policy follow.

1. The UC Office of General Counsel proposes draft language to implement policy requirements mandated by an amendment to the California Whistleblower Protection Act that became effective Jan. 1, 2011. The proposed revisions are intended to ensure that complaints filed under the Whistleblower Protection Policy are addressed within 18 months and to provide a more linear explanation of the whistleblower retaliation complaint process.
2. Proposed changes to placement of presidential policies in the APM: Presidential policy applying to all university employees is proposed to be removed from the APM, along with APM-190, Appendix A-2. Current APM-190, Appendices A-1 and A-2 will be replaced with text directing faculty and other academic appointees to the presidential policy.

Employees have the opportunity to review and comment on the draft new policy, available online at <http://www.ucop.edu/academic-personnel/academic-personnel-policy/policies-under-review/index.html>.

Please send comments on the proposed revisions to rgsanchez@ucanr.edu by May 28.

In Memoriam

Lola Margaret Hull Lawson, former UC Cooperative Extension advisor in Stanislaus and San Joaquin counties, died Feb. 13 in Garden Grove. She was 89.



Lola Margaret Hull Lawson

Lawson received her bachelor's degree from UC Berkeley before moving to Illinois with her first husband. Upon returning to California in 1969, she obtained her teaching credential and taught in Huntington Beach. In 1976, after earning her master's degree in home economics from California State University, Long Beach, Lawson was hired as a UCCE home advisor for both San Joaquin and Stanislaus counties. The job introduced Lawson, a widow, to Win Lawson, then

UCCE director and farm advisor in San Joaquin County. They married in 1981. At the time, UC policy didn't allow married couples to work together so Lola Lawson resigned.

Win died in 2012. Lola Lawson is survived by sister Lois Hull Nitchman, daughters Patricia Reed, Margaret Cain and Kathleen Yelle, son Michael Williams, stepsons Curtis Lawson and Andrew Lawson, nine grandchildren and one great-grandchild.

Her memorial service will be held on March 30, 2014, at 1 p.m. at the Davis Community Church in Davis California with a reception to follow at the Putah Creek Lodge at UC Davis. In lieu of flowers, the family asks that donations be made in her memory to the Wounded Warrior Project or to the California State Society Daughters of the American Revolution's American History/Political Science Scholarship Fund, which she founded.

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Send news items and comments to Pam Kan-Rice, editor, ANR Report
Communication Services and Information Technology
2801 Second Street, Davis, CA 95618
Telephone: (530) 750-1221
Fax: (530) 756-1079
e-mail: anrreport@ucanr.edu

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